KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2025-November 30, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On-Air/ Sales account manager	3,4,5	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	**Minnesota Workforce Center** 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: vkvale@wfdi.ws	No	0
2	**Minnesota Broadcasters Association** 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: llasere@minnesotabroadcasters.com	No	0
3	**On-Air Announcements** *(one or more SEU stations)* and/or KATE's "Conversations with Val and the MN Workforce Center"	No	0
4	**Connoisseur Media Careers Website** www.connoisseur.com/careers	No	2
5	**Word-of-Mouth Referral**	No	1
6	**STAA (Sports Talent Agency of America)** PO Box1024 Del Mar, CA 92014 http://staatalent.com/	No	1
7	**Indeed Website** www.indeed.com	No	2
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		6

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training ensuring equal employment opportunity and preventing discrimination	December 2025 Regional business manager participated in a PERFORM course entitled Sexual Harrasment prevention for Managers
2	Establishment of training programs for Station personnel	In December 2025, All FTE participated in PERFORM training programs that were provided by Conniosseur Media The professional development programs covered subjects relating to HR and Safety in the workplace
3	Establishment of training programs for Station personnel	In the calendar year 2026 Once per week we provided an on-going training program designed to improve their sales and on-air skillsets. This program gave individuals the training necessary for future advancement.
4	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	April 16,2026 Conniosseur Media, VP of Minnesota Operations participated in a Austin Area Carer and Job Fair at Riverland Community College
5	Establishment of training programs for Station personnel	In September of 2026 All Front office and Sales people trained in how to use NXT traffic system to better utilize technology in their day to day activities
6	Management-level training to further professional developement	May-July 2026 Regional Traffic Manager Trained in how to Program a radio station She worked with members of Conniosseur Media and Third Party vendors in implementing format changes